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(47)

~~CONFIDENTIAL~~5 November 1987  
OCA 87-5750

## MEMORANDUM FOR THE RECORD

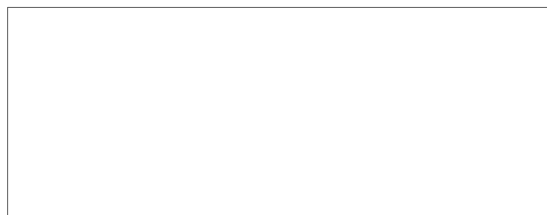
SUBJECT: Joint HPSCI and SSCI Staff Briefing on the Status of the Secretarial Program and the Agency Decision to Increase the SIS Meritorious Officer Stipend

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1. Ted Price [redacted], and [redacted] from the Office of Personnel in a joint HPSCI and SSCI staff briefing reported on the status of the Agency Secretarial Program following the first year of implementation and informed the staffs of the Agency decision to increase the dollar amount of the SIS Meritorious Officer Stipend. Present from the SSCI staff were Keith Hall, John Nelson, Charles Battaglia, and Charlene Packard. Attending from the HPSCI staff were Duane Andrews and Stephen Nelson.

2. Price reviewed the original objectives of the Secretarial Program, discussed the successes and shortcomings following the first year, outlined the results of the recent research conducted by the Office of Personnel, and reported on the adjustments which are under consideration. Reactions were mixed, but generally not negative. Both Hall and Andrews thought that additional data was needed to assess more precisely whether or not the Program had proved successful. In particular, they asked for pre and post implementation data on:

- Secretarial retention rates.
- Number of resignations.
- Average rates of pay.
- Measures of job satisfaction.
- Number of vacancies.
- Any other measures which show that, for the money expended, there has been an overall improvement.

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3. [ ] then briefed on the decision to increase the SIS Meritorious Officer Stipend by \$2500, providing the rationale and the history behind the decision. The reaction by all was sharply critical. While staffs agreed that stipend awards should be increased, the consensus was that any decision by the Agency to make such adjustments would be seen as the CIA getting ahead of the rest of the federal government by using the Director's special authorities "in a manner not intended." According to all the staffers, politically, the timing is particularly poor; Congress is under significant pressure to find ways to cut budgets. Members will not be favorably disposed to such a change.

4. Both SSCI and HPSCI staffs indicated that they wanted the Committee Chairmen to be formally advised in a letter from the DCI. Andrews reported that he had already discussed this issue with Chairman Stokes and that Stokes would respond negatively should he receive such a letter. Several staffers suggested that there must be other ways the Agency could recognize outstanding contributors without increasing the dollar amount of Meritorious Officer Stipend. They urged that such options be carefully considered. I indicated that we appreciated their candor and would take their views into consideration.

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